University Rank, Salary, and Tenure Policy Commission
Tuesday February 12, 2014, 3:00 p.m., Bears Den Conference Room
☑ J. Elmo Rawling (LAE 2014) ☐ John Iselin (EMS 2015)
☑ Joan Riedle (LAE 2015) ☐ Susan Hansen (BILSA 2015)
☐ Barb Barnet (EMS 2014) ☑ Jeff Huebschman (BILSA 2014)
☑ June Li (EMS CRST 2014) ☑ Kory Wein (LAE CRST 2014)
☑ Frank Steck (BILSA CRST 2014) ☑ Dominic Barraclough (Provost Rep)
☑ Lisa Merkes-Kress, Recording Secretary

Minutes

I. Call to Order
Chair Rawling called the meeting to order at 3:03 p.m.

II. Approval of Minutes of February 5, 2014
Hansen moved to approve the minutes as presented, seconded by Huebschman. Minutes approved.

III. Announcements
No announcements at this time.

IV. Unfinished Business
The below are reminders of what we need to discuss in the future.

1. System Legal Documents
2. College Compensation Committee
3. University Promotion Committee
4. Calendar for New Plan

V. New Business (Chair)

1. Psychology 1st Reading (J. Riedle)
Since psychology has always had a good plan and a good starting point for discussion. Reidle included reference points instead of copy and pasted into the plan. The first approved plan will be the ones everyone will use as a reference.

- Discussion ensued about the department promotion committee having non-tenured faculty members, is this a good idea?
  - The non-tenured faculty are not in competition with the tenured faculty, but tenured vote on non-tenured salaries and could cause a conflict of interest.
  - Psychology department has had this policy for a long time and have had no problem.
  - Chapter 6 guidelines have nothing preventing this from happening.
- 1.1.1.3 - What is a 50% appointment? Consider changing to 51% appointment.
- 1.1.1.4 – What is a peer group? This group evaluate faculty and then forward recommendations to the DRB for voting.
- What does meritorious mean?
- What happens when people do not want to participate or not show up, how does this affect voting? For purposes of voting, it is the majority of the vote not quorum.
1.1.1.2 So not to exclude someone, add a line saying “any additional
Sec 6.3.8.4 (pg87) Professional services are weighted equally for purposes of promotion in the area of professional scholarly and/or creative activities
   • Discussion ensued about the meaning of this section.
   • Departments decide what is satisfactory.

2. **Computer Science 1st Reading**
   Not enough time to review, discussion will take place at the next meeting.

VI. **Next Meeting Date February 19, 2014**

VII. **Adjournment**
   Chair Rawling adjourned the meeting at 3:57 p.m.

Respectfully Submitted

J. Elmo Rawling, Chair 

Lisa A Merkes-Kress, Recording Secretary